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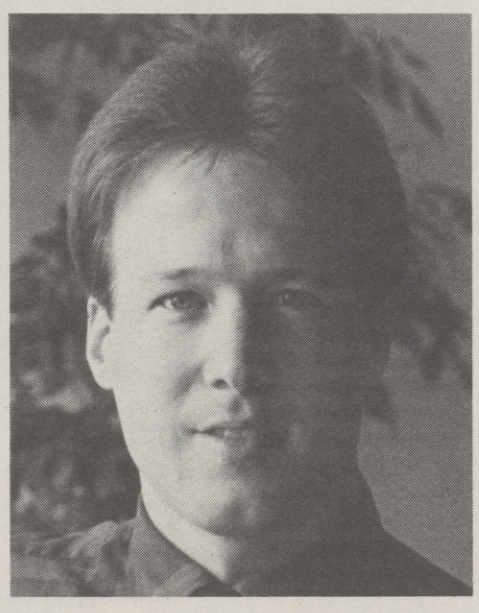
Hello Mount Zion, Hello!

Volume 5, Number 12 *June 30-July 27, 1990*

UCSF Newsbreak

Stacey Holm Wins Dentistry's Sooy Cup, Rule Award

Stacey Holm of Mountain View, CA, has won the Francis A. Sooy Chancellor's Cup, the highest award given by the School of Dentistry to a graduating student. Runners-up for the award at the June 16 commencement were Margaret O'Rourke-Ballatore and Marc Alexander.

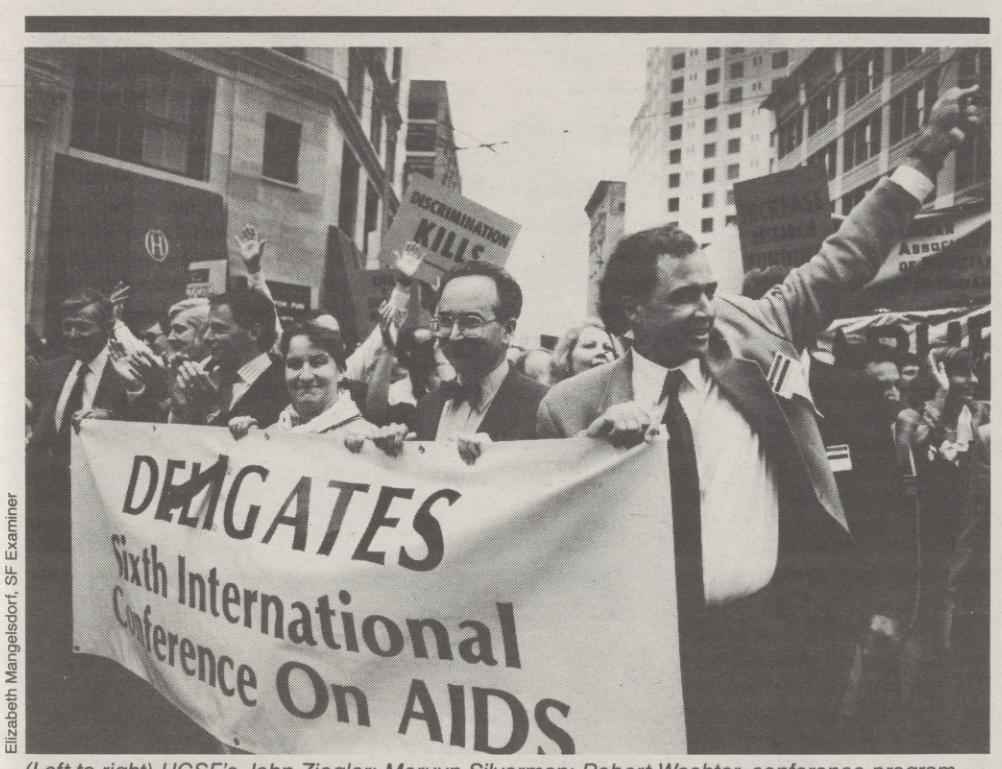


The Chancellor's Cup winner is recognized by both faculty and peers as an outstanding representative of the dental profession.

Three days before commencement, 50 seniors and second-year dental hygiene students were honored at the senior dinner. At that affair Holm also took home the Rule Award, the second most prestigious award next to the Sooy Cup, which recognizes high academic achievement, exemplary character and the highest potential to succeed in the dental profession.

Also at the awards dinner, Dental Hygiene

(continued on page 2)



Elizabeth Mangelsdorf, SF Examiner

(Left to right) UCSF's John Ziegler; Mervyn Silverman; Robert Wachter, conference program director; June Osborn, chair, US National Commission on AIDS; Jonathan Mann, former head, World Health Organization; and Paul Volberding, join in Saturday's march.

125th Event

AIDS Conference: A Strong Unity of Purpose

All eyes were on San Francisco last week as the Sixth International Conference on AIDS hosted by UCSF unfolded. UCSF was in virtually every paper around the world and shown on every TV news program across the continent. We became known for our science as well as our politics.

Activists had protests daily, both inside and out of conference headquarters. But, it was very clear that there was a strong unity of purpose among all those in attendance.

In fact, that Saturday morning, medicine and politics merged as delegates from the AIDS conference and activists from United Call to Action marched side by side on Market Street to demonstrate (see photo).

Shouting "We're all in this together, action equals life," UCSF researchers, including John Ziegler and Paul Volberding, co-chairs of the conference, marched elbow-to-elbow with top AIDS scientists and political activists.

However, the following day at closing ceremonies, ACT UP, the AIDS Coalition to Unleash Power, managed to drown out the keynote speech by Health and Human Services Secretary Louis Sullivan.

While the 10,000 scientists, health officials and members of AIDS organizations from around the world took notes, exchanged findings, and scurried back and forth between poster and plenary sessions, it was those folks out of the limelight who also deserve recognition. Mainly, the volunteers.

Some 800 volunteers from UCSF, SFGH, as well as Project Concern, the SF AIDS Foundation and several other organizations spent the five days helping out in all kinds of ways. "From ushers to hosts, security to manning a variety of booths, these volunteers are to be commended for their tremendous help," says UCSF's David Bracker, who organized the recruits.

"Many, if not all, of the volunteers have lost someone to AIDS," says David, "and they just wanted to be here to help in any way they could."

Henry Bourne Appointed 34th Faculty Research Lecturer

Henry R. Bourne has been appointed the 1990-91 Faculty Research Lecturer, the foremost recognition for scientific achievement given to a UCSF faculty member by his or her peers.

Robert Foothorap

Considered among the most distinguished scholars on our faculty, Bourne is professor and chair of pharmacology and professor of medicine. For the last 20 years he has been at the cutting edge of work on signal transduction in eurkaryotic cells.

From the beginning, his work has focused on the cyclic AMP second messenger system. He and colleagues isolated and characterized a mutant lymphoma cell deficient in adenyl cyclase activity. This turned out to be a landmark experiment in second messenger signaling, as this particular cell line turned out to lack a G-protein, one of the touchstones of second messenger signaling in eukaryotic cells.

His work since then has demonstrated the importance of G-proteins in phototransduction and more recently the connections between G-proteins and genetic diseases and even cancers.

Among his many contributions, Bourne was a key leader in the development of PIBS—The Program in Biological Sciences—which fosters interdisciplinary opportunities for graduate students. He is known in the scientific world as a highly regarded reviewer, with "News and Views" contributions appearing frequently in *Nature*. He also was chosen to deliver the prestigious summary talk for the 1988 Cold Spring Harbor Symposium on Signal Transduction.

Bourne, who has been a member of the campus community since 1969 and chair of the Department of Pharmacology since 1983, will deliver the Faculty Research Lecture as part of our Founders Day celebration next April.

Donna Schroeder Will Make an "Ideal Pharmacist"

School of Pharmacy graduate Donna Schroeder of Lafayette, Indiana, won the top honor of the School—the prestigious Bowl of Hygeia award—during commencement exercises on June 16. Runners-up for the honor (all from California) were Denise Gomez of Orange, Leann Kruse of Brea, Christopher Oliva of San Rafael and John Van Vleet of Pinole.

Graduating with a BS in Pharmacy from Purdue University in 1986, Schroeder last year won the Searle Pharmacy Fellowship and in both 1988 and 1989 took honorable mention in the ASUCSF School of Pharmacy Outstanding Service Award. Last year she served as president of that association.

She will be doing her first-year residency in clinical pharmacy here at UCSF.

In all, 120 students received their PharmDs during commencement. John Flaherty, assistant clinical professor, pharmacy, gave the keynote address, while Bowl of Hygeia runner-up Christopher Oliva delivered the student commencement address.

School of Pharmacy Brings Weekly Series to National TV in July

"Pharmacy Rounds," the first and only weekly television series devoted to drug therapy and other aspects of pharmacy practice, will premiere on Lifetime Medical Television in July. The programs will air each Sunday from 7 to 7:30 p.m. (EDT/PDT).

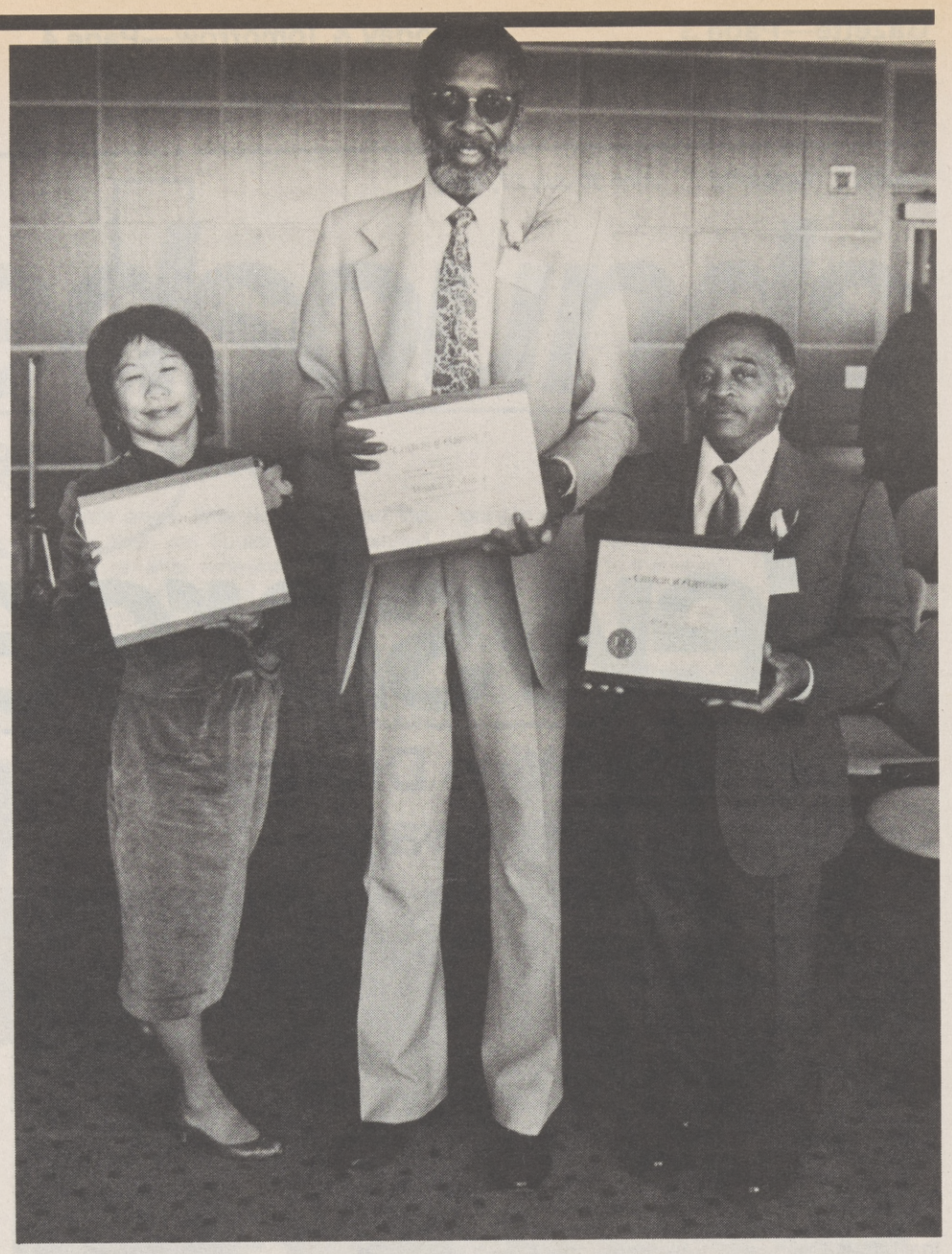
The series is presented by our School of Pharmacy, which will grant continuing education (ACPE) credits to qualified pharmacist viewers. "Pharmacy Rounds" is produced by American Medical Video, Houston, which also produces the weekly "Milestones in Medicine" series, now in its fourth year on Lifetime Medical Television.

Executive producers of "Pharmacy Rounds" are UCSF's Eric T. Herfindal, chair, clinical pharmacy, and Vincent E. Friedewald, Jr., chair, American Medical Video. The series host, co-producer and writer is UCSF's Linda R. Bernstein, associate clinical professor, clinical pharmacy and pioneer of pharmacy television programming.

(continued on page 2)

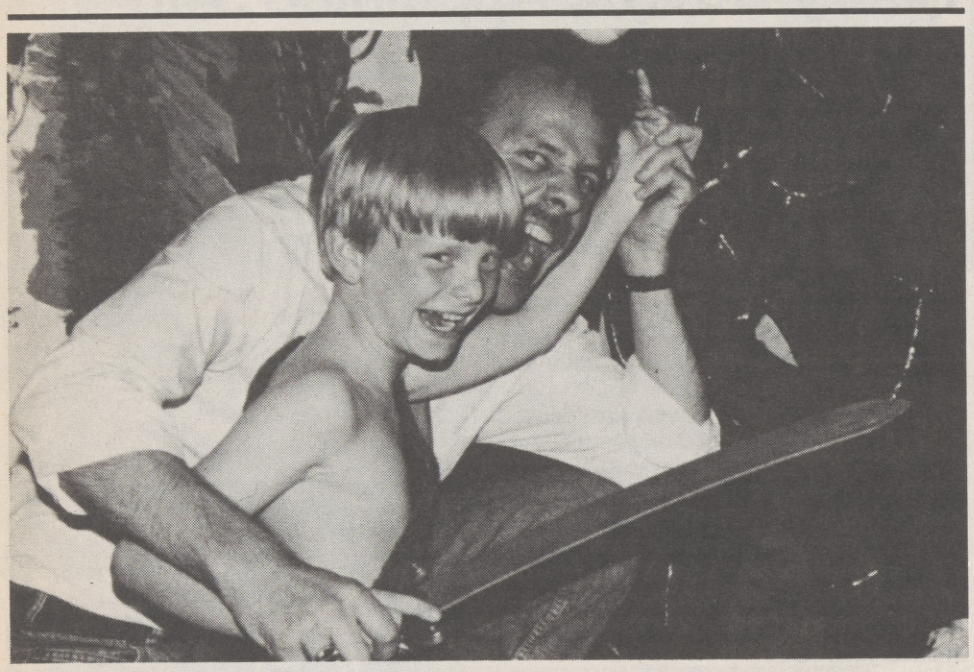
Among the Best in Psychiatry

The Department of Psychiatry bestowed special honors on 11 residents, fellows and faculty during their commencement on June 8. (Left to right) Stuart Eisendrath received the Residents' Association Award for Teaching; Sally Vrana, the Alexander Simon Award; Stephen Ferrando, the Edwin F. Alston Award; David Pating, the National Psychiatric Endowment Award; and Sarah Stadler, the Henry F. Albronda Award. Also receiving awards, but missing from the photo, were: C. Clifford Attkisson, the Interdisciplinary Achievement Award; Verneice Thompson, the Residents' Association Award for Teaching; Brian J. Cuffel and Pamela Balls Organista, the Robert E. Harris Awards for Clinical Psychology; Kavitha Rao, the Creative Psychiatric Resident Award; and Mary Margaret Dolcini, the Robert E. Harris Award for Health Psychology.



The Tall & Short of It

(Left to right) Blossom Young of LPPI, Wendell Adams of Labor Relations and Artis Smith of Housing were 3 of the 114 employees honored with University Service Awards on June 5. Eighty-two of the employees were honored for retiring in 1989, while 32 had just completed 25 years of service (including the three above).



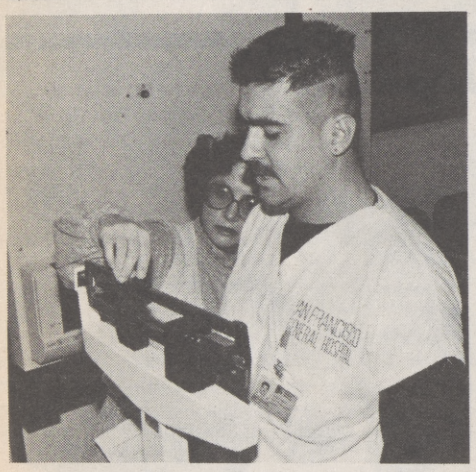
125th Event

Interpreting "The Ring"

San Francisco Opera Company star Richard Fey (right) and an unidentified fifth grader at St. Gabriel's Elementary School ham it up for the camera as they rehearse a special presentation of Wagner's "Ring of the Nibelung." The performance was in connection with a symposium presented at UCSF-Laurel Heights on June 8 and 9. Entitled "The Threat to the Cosmic Order: Psychological, Social and Health Implications of Richard Wagner's Ring of the Nibelung," the event was chaired by Peter F. Ostwald, medical director of the UCSF Health Program for Performing Artists. Chairing sessions were UCSF's Leonard Zegans, director of education, LPPI; Frank Wilson, director of research, Health Program for Performing Artists; and David Large of Montana State University.

Magnet-amous Gift

Relatives of the late Clarence Heller, prominent Bay Area philanthropist and a major donor to UCSF, gathered recently with campus and community dignitaries to dedicate the experimental laboratory in the MRI Center in Heller's memory, marked by this newly unveiled plaque. Pictured with Radiology's Alex Margulis (center) are Heller's brother Alfred, his wife Ruth, and to the right, daughters Catherine and Ann. Clarence Heller was a founding member of the UCSF Board of Overseers and an ex-officio member of the Board of Trustees of the UCSF Foundation.



And Your Weight Is . . .

Ricardo Bermudez of Environmental Health & Safety at SFGH gets his weight checked by SFGH nutritionist Natasia Gorbatenko during a health fair at SFGH on May 30. Some 100 SFGH and UCSF employees attended the fair, which was sponsored by the American Red Cross with assistance from UCSF medical students and the SFGH departments of food and nutrition, rehabilitation and outpatient nutrition. The fair (the first annual) was held in conjunction with National High Blood Pressure Education Month.

Holm *(continued)*

II staff recognition went to Shirley Thompson, while Barbara Heckman received the excellence in teaching award. Dental seniors' staff recognition went to Rick Bridge, while Frank Traweek and Ralph Podesta both received excellence in teaching awards. Bridge and faculty member Kenneth Walkmeister also had this year's award ceremony dedicated to them.

Dental graduates chose Marvin Stark to receive the Riebe Award, which goes to a clinical instructor with excellent student rapport.

Besides Holm, other major student award winners included Leslie Fenta (dental hygiene II) and Joe Andrews (dentistry IV) who were voted by their classmates to win Peer Recognition Awards. Michael Bingham went home with the Gabbs Award, which recognizes a senior dental student who has exemplary ethical and professional standards.

The School also recognized William Gee, '51, as this year's Distinguished Alumnus. A San Francisco dentist, Gee is the founder of On Lok Senior Health Services, which helps the frail elderly continue to live in their own homes and communities.

A note of interest: The Holm Family is turning out to be a regular UCSF dental affair . . . Steve Holm, Stacey's brother, also graduated this year from the School. (Everyone thought they were twins, but Steve is actually seven years older.) Another brother—Scott—graduated from the School in 1986.

Pharmacy on TV *(continued)*

The first regularly-scheduled "Pharmacy Rounds," a two-part mini-series on "Gastro-esophageal Reflux Disease," will air on five consecutive Sundays in July. The first program in the mini-series will focus on detecting and treating the disease, while the second program will concentrate on the pharmacist's role in managing the disease. The programs are funded through an educational grant from Glaxo Pharmaceuticals.

For more information, contact Linda Bernstein at x61810.

Join the AIDS Walk Sunday, July 22

By now, everyone on campus should have received information on UCSF joining the AIDS Walk San Francisco on Sunday, July 22. If you have not registered yet, why not do it today. This is Northern California's largest and most successful AIDS fundraising event. Join the hundreds of other company teams and thousands of individuals who will walk to raise much-needed money, part of which will go to the UCSF AIDS Health Project. For further information call UCSF's team leader Brenda Patterson at x68055.

UCSF *Newsbreak*

UCSF (ISSN0891-6063) Volume 5, Number 12, June 29-July 27, 1990 (four weeks). Published by the University of California, Third and Parnassus, San Francisco, CA, 22 issues per year—biweekly, except monthly June, July, August and December. Second-class postage paid at San Francisco, CA. Postmaster send address changes to *UCSF Newsbreak*, News & Public Information Services, University of California, San Francisco, 513 Parnassus, Room S 20, San Francisco 94143-0462.

Deadline for the next issue, which will cover July 28-August 24, 1990 (four weeks), will be on Tuesday, July 17, at 11 a.m. Please send campus news copy to Allen Balderson, Medical Center news to Dawn Finch, and calendar and gazette items to Michele Firpo, all at Box 0462. Last-minute copy can be taken over the telephone by calling x61541 or x62557.

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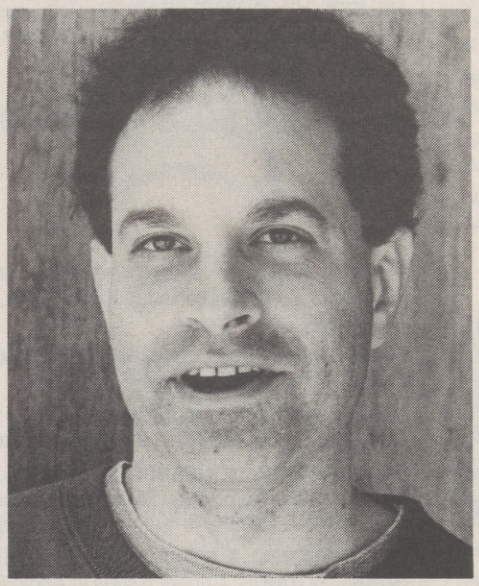
Gazette

Honors & Awards

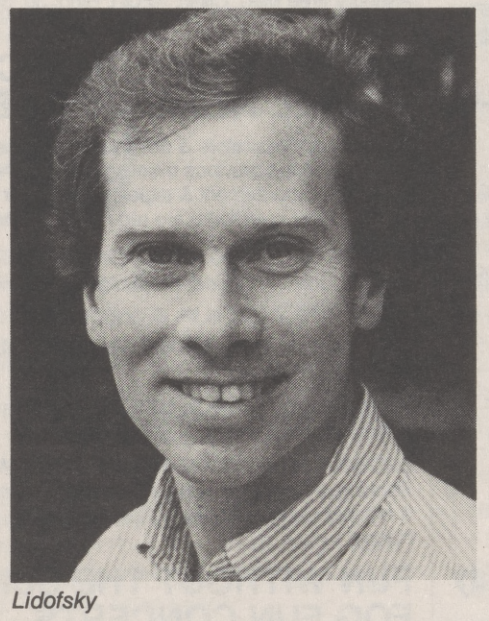
Zweiback



Julius

Richardson

Hastings



Lidofsky

Meg Zweiback: Voted "Best Columnist" by Parenting Publications of America for her monthly column in *Parents' Press*. She also is featured as a radio columnist on the KQED-produced "Family Talk" for National Public Radio, discussing children and parents. Zweiback is assistant clinical professor, pediatric primary care.

Randolph Hastings: Received the Anesthesiology Young Investigator Award of the Parker B. Francis Foundation for $32,000 for 1990-91 and $34,000 for 1991-92. His research deals with the clearance of protein from the air spaces of the lung. Hastings is assistant professor in residence, anesthesia.

Elaine Engman and **Joanne Moore:** Received 1989-90 teaching recognition awards from Department of Laboratory Medicine residents for outstanding teaching performance. Engman is assistant clinical professor; Moore, senior clinical laboratory technologist specialist.

David Julius: Received the Presidential Young Investigator Award of the National Science Foundation and named a 1990 Pew Scholar in the Biomedical Sciences by the Pew Charitable Trust of Phila. The NSF award amounts to $25,000 a year for up to five years, plus matching funds up to $37,500. The total of the Pew award is $200,000. Julius is assistant professor, pharmacology.

Steven David Lidofsky: Received the American Liver Foundation Liver Scholar Award for 1990. He is researching the factors which influence or promote regeneration following injury to the liver. Lidofsky is assistant professor in residence, gastroenterology & Liver Center.

DeLois Pittman Weekes: Awarded the 1990 Oncology Nursing Foundation/Bristol-Myers Oncology Division Research Grant at the Oncology Nursing Society's 15th Annual Congress, May 16-19, in Washington, DC. Her project is entitled "Pediatric Cancer Survivors: Coping During First Six Months of Therapy." Weekes is assistant professor, family health care nursing.

In Memoriam

John C. Huffer: A member of the UCSF community for 33 years, he performed his residency in urology at UCSF from 1957-1960. He then became a clinical instructor until 1965 when he became assistant clinical professor, the position he held until his death.

Gaston Baril: Originally from Montreal, he came to UCSF in 1984 as an administrative assistant I in radiation oncology. In 1987, he became an administrative assistant II in anatomy, responsible for all the purchasing needs of the department. He also was active in AIDS hospice work.

Carolyn J. Franklin: A principle clerk for the Department of Surgery at SFGH since 1978, she was crucial in making sure all clients were billed correctly. Franklin also was very active in her church, recently raising a large sum of money to buy a van to help people get to church more easily.

Publications

Michael J. Aminoff: Editor, *Neurology and General Medicine* (Churchill Livingstone, NY, 1989). Aminoff is professor, neurology; director, neurophysiology laboratories.

Stanton Glantz: Co-author, *Primer of Applied Regression and Analysis of Variance* (McGraw Hill, NY, 1990). Glantz is professor, medicine; associate staff member, CVRI.

Appointments

Barron

James M. Richardson: Chosen as the Distinguished Fellow for 1990 of the American College of Physician Executives in San Antonio in May. This award is the highest conferred by the ACPE. Richardson is assistant clinical professor, medicine.

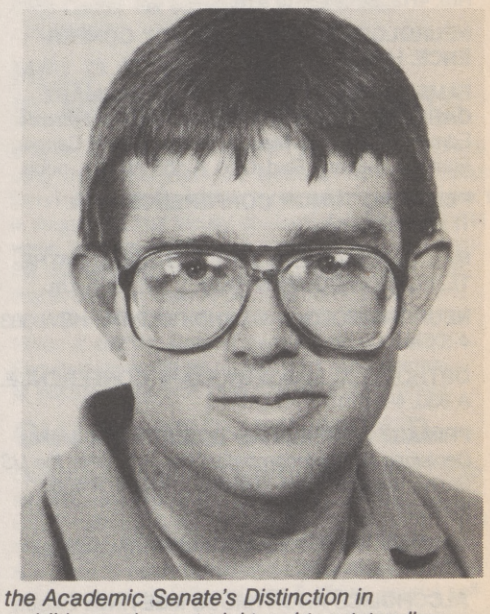
Ernest Newbrun: Delivered the opening lecture at the Plenary Session of the annual International Association for Dental Research—Israeli Division in Herzliya, Israel on April 26. His topic was "Update on the Safety & Effectiveness of Communal Water Fluoridation." Newbrun is professor, oral biology & periodontology.

Remi G. Barron: Appointed deputy assistant vice chancellor of Capital Resources Management. He is chief operations officer for the department, directly overseeing major projects, building managers, maintenance teams and architectural design & engineering. Barron came to SFGH five years ago as facilities manager after 11 years for UCSF in Fresno. In 1988, Barron came to the Parnassus campus as acting director of Physical Plant, the position he has held until this appointment.

Greenspans Receive Honorary Degrees

Deborah Greenspan and John Greenspan are the first married couple to receive simultaneous honorary degrees from Georgetown's School of Dentistry. Deborah's degree recognizes her contributions to oral biology, oral pathology and oral AIDS research, while John's is for his contributions to oral medical practice and research and oral AIDS care and research. The Greenspans discovered the oral lesion now known as hairy leukoplakia, recognized as one of the first indicators of future AIDS development. Deborah is clinical professor, oral medicine, stomatology. John is professor, oral biology, oral pathology & pathology, and chair, stomatology.

Academic Senate Chooses Three for Distinction in Teaching



Bay Lens Associates

Nora Goldschlager, Maxine Papadakis and Ronald Townsend (left to right) have been chosen for the Academic Senate's Distinction in Teaching Awards. The winners are recognized for their versatility, effectiveness and availability, in addition to the material taught, outstanding teaching aids and research. Goldschlager is professor, clinical medicine; Papadakis is associate professor, clinical medicine; and Townsend is assistant professor in residence, radiology. Two honorable mentions: Linda Mitteness, associate professor in residence, epidemiology & biostatistics; and Tristram G. Parslow, assistant professor in residence, pathology and microbiology & immunology.

Today/Tomorrow

2 Monday

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms—x-rays to screen for breast cancer—from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physicians to have the mammogram. The procedure takes approximately 20 minutes & costs only $50. To make an appointment call x62193 between 9 a.m. & 3:30 p.m.

The van will be at the following locations for the next four weeks:

- July 2, 3, 5, 6: Embarcadero, on Drumm St. between Sacramento & Clay Sts.
- July 9: Civic Center, on McAllister St. between Larkin & Polk Sts.
- July 11, 12, 13: Westlake Shopping Center, Daly City, on Park Plaza Dr. next to Safeway.
- July 16-20: Lawrence Livermore Natl. Labs. Call Susan Gooler at 422-7459 for appointment.
- July 23-27: Palo Alto Senior Center. Call Ellen Dietrick at 327-2811 for appointment.

VAMC NEURORADIOLOGY ROUNDS. Rm. 2A56, VAMC. 8:30-9:30 a.m.

OVEREATERS ANONYMOUS MEETING: *The "H.O.W." Concept.* A more structured approach to over-eating. Speaker & discussion. N 417. Noon. Call Lia, x64251.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: *Nursing Practices: Effect on Neonatal Skin.* Carolyn Lund, Children's Hosp., Oklnd. HSE 733. 12:10-1 p.m.

3 Tuesday

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: Resident Orientation. C 701. 8 a.m.

SFGH PEDIATRICS GRAND ROUNDS: *Measles.* Peggy Weintrub, Ped. Carr Aud., SFGH. 8:30-9:30 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 2:30 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Early Response Genes in Nervous System Function.* Stephen Sagar, Neuro. S 664. 5-6 p.m.

5 Thursday

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. 4H2, SFGH. 8-9 a.m.

PEDIATRICS GRAND ROUNDS: *Molecular Genetics of Neuroblastoma.* Philip H. Cogen, Neurosurg. & Ped. S 664. 8:30-9:30 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Falls in Older Patients.* Edmund Lonergan, Med. & Geriat. *Breast Cancer.* Francine Halberg, Rad. Onc. A 455. 10 a.m.-noon.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

ORTHOPEDIC SURGERY STAFF CONFERENCE. A 630. 4-5 p.m.

PRIMARY CARE GRAND ROUNDS: *Who Makes Decisions for the Incompetent Patient? What the US Supreme Court Says.* Bernard Lo, Med. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5:15-6:30 p.m.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting—alcoholics only. LPPI A 222. 6 p.m.*

6 Friday

CRI HEMATOLOGY/ONCOLOGY GRAND ROUNDS. M 1296. 8 a.m.

CHILDREN'S SUMMER FILM SERIES BEGINS

The Little Mermaid. First in a series of six films shown on consecutive Fridays. Children 12 & under $2; students, seniors & MU members (with ID) $2.50; general $3. Grandparents go free when accompanied by grandchildren. For special group rates (10 or more) call x62542. Cole Hall. 10:30 a.m., 1:30 p.m. & 6:30 p.m.*

CO-DEPENDENT ANONYMOUS HEALTH-WORKERS MEETING: Open to UCSF-SFGH employees. Main Hosp., Rm. 4H-40, SFGH. Noon.

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

PATHS OF HEALING & WHOLENESS: *Spiritual Past Life Therapy.* Bill Baldwin. N 721. Noon.*

9 Monday

VAMC NEURORADIOLOGY ROUNDS. Rm. 2A56, VAMC. 8:30-9:30 a.m.

OVEREATERS ANONYMOUS MEETING: *The "H.O.W." Concept.* A more structured approach to over-eating. Speaker & discussion. N 417. Noon. Call Lia, x64251.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: *Development of In Vitro Models of Irritation.* Ernie Bloom, Derm. HSE 733. 12:10-1 p.m.

4th ANNUAL TRANSFUSION MEDICINE LECTURE

Red Cell Membrane Biology & Blood Preservation. Tibor Greenwalt, Trans. Med., Hoxworth Blood Cntr., U Cincinnati. HSW 300. 4 p.m. (Also see Tues, 7/10, 8:30 a.m.)

10 Tuesday

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Pain Inflammation & Arthritis Research Update 1990.* John Levine, Med., Anat., Neurobio., Oral & Max. Surg. C 701. 8 a.m.

TRANSFUSION RESEARCH FORUM: *My Personal Retrospective on Transfusion Medicine.* Tibor Greenwalt, Hoxworth Blood Cntr., U Cincinnati. L 535. 8:30 a.m.

SFGH PEDIATRICS GRAND ROUNDS: *The Acute Abdomen.* Frank Lewis, Jr., Surg., SFGH. Carr Aud., SFGH. 8:30 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

WOMEN'S SUMMER FILM SERIES: *Two Lies* and *Hairpiece: A Film for Nappy-Headed People.* The first film deals with the identity struggle of an Asian American woman. The second is a satire on the question of self-image for black women. Discussion leaders: Karen Newhouse, Circle of Sisters, & Nellie Wong, poet & writer. Sponsored by Women's Resource Cntr. HSW 303. Noon-1 p.m. Call x60400 for recorded program information.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 2:30 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Retroviruses: Human Infections & the Health Care Worker.* Richard K. Olney, Neuro. S 664. 5-6 p.m.

11 Wednesday

PLASTIC SURGERY GRAND ROUNDS: *Inferior Skull Base Surgery.* Michael J. Kaplan, Oto., VAMC. Toland Hall. 7 a.m.

SFGH ORTHOPEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call coordinator Barbara Blakely, x61662.

DERMATOLOGY CONFERENCE: *Cutaneous Aspects of the Porphyrias.* Montgomery Bissell, Med. HSW 301. 8-9 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Current Issues in Addiction Medicine & Occupational Medicine.* David Smith, Haight Ashbury Free Med. Clinic. SFGH, Bldg. 30, 5th fl. 8-9 a.m.

REPEAT PERFORMANCE: TRAVEL REIMBURSEMENT

Financial administrators & administrative assistants who missed the previous meetings on major changes in travel reimbursement & expense policy (or those who still have questions) are requested to attend the following meetings:

- Wed., July 11: Repeat presentation. Toland Hall. 9 a.m.-noon.
- Fri., July 13: Question/Answer session. Toland Hall. 9 a.m.-noon.

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

BROWN BAG LECTURE SERIES: *A New Way of Thinking.* Increase dynamic & cooperative thinking. J. Mitchell Perry, J. M. Perry Corp. HSW 300. Noon-1 p.m.

FUN WITHOUT THE SUN: FOG FUN CONCERTS

Arts & Lectures, Empact! & the Plaza Grill are sponsoring free lunchtime entertainment. MU Plaza Grill. Noon.*

- Wed., July 11: Swing Fever (tunes from the '30s & '40s).
- Wed., July 18: Patty Weiss Quartet (jazz violinist).
- Wed., July 25: Rhythm & Steel with Jeff Narrell (soul & calypso combination).

ALCOHOLICS ANONYMOUS MEETING: All are invited. UCSF-Mission Center (CED), 3rd fl., Rm. 300C. 12:05 p.m.*

HEAD & NECK TUMOR CONFERENCE. A 723. 1 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

SFGH GI MEDICINE/SURGERY PATIENT CARE CONFERENCE. Rm. 4H2, SFGH. 4:30 p.m.

12 Thursday

MEDICINE GRAND ROUNDS: *Fulminant Hepatic Failure.* Bruce F. Scharschmidt, Med. & Gastroent. Toland Hall. 8 a.m.

SFGH NEUROLOGY/NEUROSUGERY CONFERENCE. 4H2. 8-9 a.m.

PEDIATRICS GRAND ROUNDS: *Malaria: Diagnosis, Treatment & New Approaches to Control.* James H. Leech, Med. S 664. 8:30-9:30 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Ambulatory Assessment & Management of Hypertension.* Dorothee Perloff, Med., EKG & Hypertension Clinic. A 455. 10 a.m.-noon.

PEDIATRIC TUMOR CONFERENCE L 34. 11 a.m.-12:15 p.m.

CO-DEPENDENT ANONYMOUS HEALTH-WORKERS MEETING: Open to UCSF-SFGH employees. Main Hosp., Rm. 4H-40, SFGH. Noon.

LABORATORY OF RADIOBIOLOGY & ENVIRONMENTAL HEALTH SEMINAR: *Quantitation of mRNA by the Polymerase Chain Reaction.* Alice Wang, Cetus Corp. LR 213. Noon.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

ORTHOPEDIC SURGERY STAFF CONFERENCE. A 630. 4-5 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 4-5:30 p.m.

PRIMARY CARE GRAND ROUNDS: *Compliance.* Thomas Coates, Med. & Behav. Med. A 455. 4:30 p.m.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting—alcoholics only. LPPI A 222. 6 p.m.*

PLASTIC SURGERY LECTURE/DINNER MEETING: *Nasal Reconstruction: Creating a Visual Impression.* Gary C. Burget, Med., U Chicago. Faculty/Alumni House. Dinner 6 p.m. Lecture 7 p.m. For reservations call x63061.

CRUSH TWO OF THESE & CALL ME IN THE MORNING

Folk Medicine. Ron Finley, Clin. Pharm. Sponsored by Public Serv. Prog. Free parking available. UCSF-Laurel Heights, 3333 California St. 7-8:30 p.m. Call x63206 for information.*

13 Friday

SFGH MAXILLOFACIAL TRAUMA CONFERENCE. Rm. 4H4, SFGH. 7-7:30 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

CHILDREN'S SUMMER FILM SERIES: *Peter Pan.* Second in a series of six films. Children 12 & under $2; students, seniors & MU members (with ID) $2.50; general $3. Grandparents go free when accompanied by grandchildren. For special group rates (10 or more) call x62542. Cole Hall. 10:30 a.m., 1:30 p.m. & 6:30 p.m.*

CO-DEPENDENT ANONYMOUS HEALTH-WORKERS MEETING: Open to UCSF-SFGH employees. Main Hosp., Rm. 4H-40, SFGH. Noon.

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

PATHS OF HEALING & WHOLENESS SEMINAR: *Psychic Healing from a Cross-Cultural Perspective.* Maria Lucia Perry. N 721. Noon.*

14 Saturday

UROLOGY GRAND ROUNDS. HSW 300. 8:30-10 a.m.

16 Monday

VAMC NEURORADIOLOGY ROUNDS. Rm. 2A56, VAMC. 8:30-9:30 a.m.

VAMC NEUROPATHOLOGY CONFERENCE. Rm. 2A56, VAMC. 9:30-10:30 a.m.

OVEREATERS ANONYMOUS MEETING: *The "H.O.W." Concept.* A more structured approach to over-eating. Speaker & discussion. N 417. Noon. Call Lia, x64251.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

LABORATORY MEDICINE GRAND ROUNDS: *Regulation of Platelet Production: Role of Thrombopoetin & Interleukin 6.* Ronald Hill, Lab. Med., VAMC. L 535. 4-4:50 p.m.

EPIDEMIOLOGY & BIOSTATISTICS SEMINAR: *California Cancer Registries & Their Role in Epidemiologic Research.* Dee W. West & Pamela L. Horn, Epid., both Bay Area Resource for Cancer Control. HSE 317. 4-5 p.m.

17 Tuesday

ORAL & MAXILLOFACIAL SURGERY CONFERENCE: *Diagnosis, Presentation & Treatment of Post-Traumatic Thromboembolism.* Peggie Knudson, Surg., SFGH. C 701. 8 a.m.

TRANSFUSION RESEARCH PROGRAM: *Hepatitis B Virus "X" Gene.* William Robinson, Infec. Dis., Stanford. L 535. 8:30 a.m.

DON'T MISS THE DEADLINE

If you would like an item listed in the next calendar, which covers July 28-Aug. 24 (four weeks), it must be received in our office in writing by Tues., July 17, at 11 a.m. Send your copy to Michele Firpo, Box 0462, or call x61541.

June 30-July 27, 1990

SFGH PEDIATRICS GRAND ROUNDS: *Molecular Genetics of Neuroblastoma.* Phillip Cogen, Neurosurg. Carr Aud., SFGH. 8:30-9:30 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

THE PERSONAL TRAUMA OF RAPE

Wake Up to Rape. Three rape survivors (black, Chicana & white) describe their rape experiences in this film. Facilitated by Imani Bennett, SF Women Against Rape, & Silvia Solorzano, social worker. Sponsored by Rape Prevention Education Prog. Toland Hall. Noon-1 p.m. Call x60400 for recorded program information.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 2:30 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Leprosy.* Roger Simon, Neuro. S 664. 5-6 p.m.

RADIATION ONCOLOGY SEMINAR: *Tumor Biology Mechanisms of Photodynamic Therapy (PDT).* J.D. Chapman, Radiobio., Cross Cancer Inst., Alberta. L 34. 5 p.m.

18 Wednesday

COMBINED PLASTIC SURGERY/ORTHOPEDIC HAND SURGERY GRAND ROUNDS: *MRI of the Wrist.* Lynne S. Steinbach, Radiol. Toland Hall. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call coordinator Barbara Blakely, x61662.

DERMATOLOGY CONFERENCE: *The Living Stratum Corneum.* Peter Elias, Derm. HSW 301. 8-9 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Therapeutic Use of Disability & the Disability System.* Gary F. Stein, Occ. Med., Kaiser Santa Theresa, San Jose. A 455. 8-9 a.m.

BROWN BAG LECTURE SERIES: *Chronic Muscle Pain: Fibrositis & Stress.* Paul Davidson, Med. HSW 300. Noon-1 p.m. Call x64394.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: All are invited. UCSF-Mission Center (CED), 3rd fl., Rm. 300C. 12:05 p.m.*

HEAD & NECK TUMOR CONFERENCE. A 723. 1 p.m.

SFGH GI MEDICINE/SURGERY PATIENT CARE CONFERENCE. Rm. 4H2, SFGH. 4:30 p.m.

19 Thursday

EXERCISE CLASSES HALF-PRICE

Mid-point registration for MU fitness classes means classes go on sale for half price. Register at MU Fitness Cntr. Call x61115.

MEDICINE GRAND ROUNDS: *Step-Care for Asthma.* Roger C. Bone, Med., Rush-Presbyterian-St. Luke's, Chicago. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. 4H2. 8-9 a.m.

PEDIATRICS GRAND ROUNDS: *Sedation: Easier Said Than Done.* Alvin F. Wong, Clin. Pharm. S 664. 8:30-9:30 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Medi-Cal/Medicare: National Health Insurance.* Joseph Barbaccia, Fam. Comm. Med.; Memory & Alzheimer's Clin. *AIDS.* Michael Katz, Ob/Gyn. A 455. 10 a.m.-noon.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

ORTHOPEDIC SURGERY STAFF CONFERENCE. A 630. 4-5 p.m.

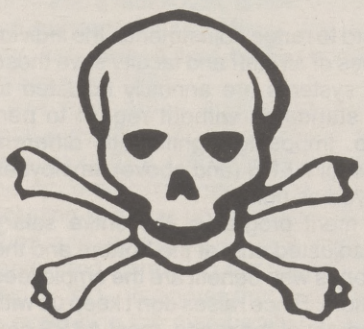
NEUROSURGERY GRAND ROUNDS. HSW 302. 4-5:30 p.m.

*Open to the public.

PRIMARY CARE GRAND ROUNDS: *Clinical Implications of HDL Cholesterol.* Robert Baron, Med. & Prim. Care. A 455. 4:30 p.m.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting—alcoholics only. LPPI A 222. 6 p.m.*

POISON



DON'T DRINK THAT!

Poison Control for a Lifetime. Elise Stone, SF Reg. Poison Cntr. & UCSF Schl. Pharm. A Community Health Talk sponsored by Public Serv. Prog. Free parking available. HSW 300. 7-8:30 p.m. Call x63206 for information.*

20 Friday

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

CHILDREN'S SUMMER FILM SERIES: *Sleeping Beauty.* Third in a series of six films. Children 12 & under $2; students, seniors & MU members (with ID) $2.50; general $3. Grandparents go free when accompanied by grandchildren. For special group rates (10 or more) call x62542. Cole Hall. 10:30 a.m., 1:30 p.m. & 6:30 p.m.*

CO-DEPENDENT ANONYMOUS HEALTH-WORKERS MEETING: Open to UCSF-SFGH employees. Main Hosp., Rm. 4H-40, SFGH. Noon.

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

PATHS OF HEALING & WHOLENESS: *Psycho-Spiritual Development.* Aminah Raheem. N 721. Noon.*

22 Sunday

TAKE A WALK FOR AIDS

Join the UCSF team to walk in Northern CA's largest AIDS fundraising event. Call Brenda Patterson at x68055 for more information.*

23 Monday

OTOLARYNGOLOGY GRAND ROUNDS. S 214. 8-10 a.m.

VAMC NEURORADIOLOGY ROUNDS. Rm. 2A56, VAMC. 8:30-9:30 a.m.

OVEREATERS ANONYMOUS MEETING: *The "H.O.W." Concept.* A more structured approach to over-eating. Speaker & discussion. N 417. Noon. Call Lia, x64251.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

LABORATORY MEDICINE GRAND ROUNDS: *Flow Cytometry in Microbiologic Diagnosis.* W. Keith Hadley, Clin. Lab. Med.; Microbio. Lab., SFGH. L 535. 4-4:50 p.m.

24 Tuesday

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Jaw Growth & Remodeling.* Ib Nielson, Orthodon. C 701. 8 a.m.

TRANSFUSION RESEARCH FORUM: *Approaches to PCR Quantitation by Capillary Chromatography.* Franklin Sunseri, Alan Mayer & Tzong-Hae Lee, all Irwin Mem. Blood Cntr.; Robert Brownlee, Microphoretics Syst. Corp. L 535. 8:30 a.m.

SFGH PEDIATRICS GRAND ROUNDS: In-Service Exam. Carr Aud., SFGH. 8:30 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

WOMEN'S SUMMER FILM SERIES: *With a Vengeance: The Fight for Reproductive Rights.* A history of the struggle for reproductive freedom since the 1960s. Sponsored by Women's Resource Cntr. Toland Hall. Noon-1 p.m.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 2:30 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Controversies in Neurology, IV.* Michael Aminoff, Neuro. S 664. 5-6 p.m.

25 Wednesday

PLASTIC SURGERY GRAND ROUNDS: D & C Conference. Toland Hall. 7 a.m.

SFGH ORTHOPEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call coordinator Barbara Blakely, x61662.

DERMATOLOGY CONFERENCE: *Fetal Wound Healing & Surgery.* Michael Longaker, Surg. HSW 301. 8-9 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Occupational Health Concerns in the Administration of Riboviron.* Cynthia Hales, State Water Resources Board. SFGH, Bldg. 30, 5th fl. 8-9 a.m.

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

ANATOMY SEMINAR. S 1364. Noon.

BROWN BAG LECTURE SERIES: *Highway Robbery: The Truth about Some of America's Auto Dealers.* Sherman Rothman, attorney. HSW 300. Noon-1 p.m.

ALCOHOLICS ANONYMOUS MEETING: All are invited. UCSF-Mission Center (CED), 3rd fl., Rm. 300C. 12:05 p.m.*

HEAD & NECK TUMOR CONFERENCE. A 723. 1 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

SFGH GI MEDICINE/SURGERY PATIENT CARE CONFERENCE. Rm. 4H2, SFGH. 4:30 p.m.

26 Thursday

MEDICINE GRAND ROUNDS: *Cardioembolic Stroke: Prevention & Management.* Robert G. Hart, Neuro., U Texas. Toland Hall. 8 a.m.

SFGH NEUROLOGY/NEUROSUGERY CONFERENCE. 4H2. 8-9 a.m.

PEDIATRICS GRAND ROUNDS: *Physiology of Neonatal Asphyxia & Resuscitation.* Roderic Phibbs, Ped. & Neonat. S 664. 8:30-9:30 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

ORTHOPEDIC SURGERY STAFF CONFERENCE. A 630. 4-5 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 4-5:30 p.m.

PRIMARY CARE GRAND ROUNDS: *Tuberculosis.* Eliseo Perez-Stable, Med. & Psychr. A 455. 4:30 p.m.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting—alcoholics only. LPPI A 222. 6 p.m.*

27 Friday

SFGH MAXILLOFACIAL TRAUMA CONFERENCE. Rm. 4H4, SFGH. 7-7:30 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

CHILDREN'S SUMMER FILM SERIES: *All Dogs Go to Heaven.* Fourth in a series of six films. Children 12 & under $2; students, seniors & MU members (with ID) $2.50; general $3. Grandparents go free when accompanied by grandchildren. For special group rates (10 or more) call x62542. Cole Hall. 10:30 a.m., 1:30 p.m. & 6:30 p.m.*

CO-DEPENDENT ANONYMOUS HEALTH-WORKERS MEETING: Open to UCSF-SFGH employees. Main Hosp., Rm. 4H-40, SFGH. Noon.

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

PATHS OF HEALING & WHOLENESS SEMINAR: *How You Can Use Upset in Relationships to Strengthen Rather than End Connection.* Diane Bechtel. N 721. Noon.*

CONTINUING EDUCATION

MEDICINE
For program information call x64251, registration x65208 unless otherwise noted.

Family Practice Board Review Course. Cathedral Hill Hotel. July 9-12.

Preventing Malpractice in Emergency Medicine. Lake Tahoe. July 16-17.

The 10th Annual Comprehensive Fine Needle Biopsy Course. Hamilton, Bermuda. Aug. 4-11.

Epithelial Cell Growth & Transformation Workshop. Limited to 30 participants. Deadline to register is July 15. Location to be announced. Sept. 6-10. Call x67934.

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call x60400 for information.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Sexual Assault Survivors. Twelve consecutive weekly sessions, 5:30-7 p.m. on a day to be arranged. $5-$25 sliding scale.

CRIME PREVENTION

Presented by UCSF Police Department Crime Prevention Program. Call x65683 for information & reservations.

Crime Prevention Presentations. By appointment to campus departments & employees in the workplace.

Tear Gas Classes. Department of Justice certified. Personnel Conference Rm., 1350-7th Ave. 6-9 p.m. $12. Pre-registration required.*

CPR TRAINING

Basic CPR. A 3-4 hour course in basic cardiopulmonary resuscitation sponsored by the UCSF CPR Center. For information & registration call x61817.*

HELP ELIMINATE SCHEDULING CONFLICTS

In order to help the campus avoid conflicts in scheduling important events, the News & Public Information Services Department has a computerized calendar. It is suggested that faculty, students & staff call x61541 when they are planning an event to make sure nothing has been scheduled for that date. Please note that in order to reserve campus conference rooms & auditoriums, it is still necessary to call Millberry Union at x62571, Room Reservations at x64436, Faculty/Alumni House at x64723, Laurel Heights at x68100 or the individual school or department.

OUTDOORS UNLIMITED

Outdoors Unlimited is a cooperative resource center for outdoor recreation & adventure, serving both the UCSF campus & the general public. It provides skills training, equipment rentals, trip planning information & a place to meet others with similar interests. To receive a quarterly listing of trips & clinics, send a self-addressed, stamped envelope to Outdoors Unlimited, Box 0234A. For more information call x62078.

Benefits/Personnel

A&PS, Part II: UCSF Council Issues Its Opinion

Because the A&PS Personnel Program has been the subject of much (often heated) discussion ever since its inception in 1987, in this column last issue we began a series on what it is and what people think about it.

We got as far as what it is: the second level of a four-tier personnel program devoted to a group of about 2,700 employees at UCSF (13,500 systemwide) in positions categorized below middle management, but perceived as requiring highly independent judgement, analytical skills and technical expertise. A&PS positions range from analyst and MSO I to principal analyst I and MSO III. A&PS also includes SRA II and above and a number of technical positions.

The major feature of this program is a merit-based system for salary raises, with annual range adjustments eliminated.

Last June a new executive board of the UCSF Council was voted into office, and the issue that carried them into office was the A&PS merit system. The Council, which is the organization that represents non-unionized staff (including all A&PS staff), made the issue its major order of business this past year.

Based on lengthy discussions among the membership, plus a campuswide survey conducted last fall and discussions with staff assemblies from the other eight UC campuses, the Council has drawn certain conclusions about the A&PS program, as well as a list of recommendations for altering the system.

The one advantage of the A&PS system, says Council president Betsy Connell, is that salary ranges are increased by 20%. This is a benefit for long-term employees who had reached the top of their ranges in the previous system.

Otherwise, the consensus among A&PS employees who voiced their opinions, she says, is that they feel the University misled them by promising significant rewards for excellence which it had no means of fulfilling —while range adjustments, which were secure annual increases, were taken away. People see it as a compensation system that has no predictable link between performance and merit increase—and a system that frequently provides satisfactory performers and above with a merit increase less than the range increase.

Some of the specific issues, according to the Council, are the following:

- The merit system is underfunded, resulting in a person being awarded the maximum allowed only if two others in the unit get almost no merit. This is very unlikely, since satisfactory employees and above must be given 40% of the merit control point. (The same percentage of salaries is provided for funding the merit programs as for the non-merit programs.)
- The system pits one staff member against another, since one must fail for another to succeed. This is especially traumatic in small departments.
- The University culture, says Connell, is such that supervisors, particularly faculty supervisors, give uniformly high evaluations. Thus, the merit is either divided up more or less equally, in which case the system is meaningless; or the steadfast, plodding, but "only satisfactory" employees can get the very short end of the deal. Yet these employees are department mainstays.
- There is no specific criteria for merit. "Work hard" is subjective, and doesn't necessarily result in a salary increase.
- Supervisors often don't follow—or generate any—standards for issuing merits.
- People being paid with "soft money" (non-State funds) often get the minimum merit for a satisfactory performance—an amount that is barely half the usual range adjustment—since some people are unwilling to dip into the grant funds for merit increases. The same problem applies when it comes to annual A&PS awards. Very few soft money A&PS employees are included among the awardees. Connell estimates between 1500 and 1800 A&PS employees are paid with soft money.
- In regard to range adjustments, the individual salaries of all staff and faculty save those on merit systems are annually adjusted to industry standards without regard to performance. Imposing significantly different standards for A&PS (and above) employees is perceived as unfair.
- In the merit programs, the entire salary range is adjusted only at the bottom and the top. The ones who benefit are the employees at the bottom. Since raises don't keep up with the movement of the range, most A&PS employees are moving steadily down the ladder.

Based on the consensus, the Council has drawn up a list of recommendations and submitted it to the Vice Chancellor for Staff & Student Human Resources:

- Reinstate the guaranteed annual range adjustment.
- Continue the merit portion (currently approximately 2.2% of salaries), but have evaluations completed in time so that all can be sent to Personnel by a certain date. The evaluations would be statistically analyzed for the entire campus and merits allocated accordingly.
- Make it mandatory that all supervisors who are staff employees take a "how to do an evaluation" class, and that each department must provide this information to academics who supervise staff.
- Implement the Staff Research Associate evaluation form that was designed in 1988, so that faculty will complete more meaningful evaluations for this group.
- Enjoin UCSF administration to continue to lobby for increased merit funding so that the merit-based system can be made viable.

As to whether or not these recommendations will produce any effect, Connell says that certainly the Council's efforts here and the efforts of respective assemblies on other campuses have made people's opinions known, and that is a prerequisite to change.

Change does not come easily, however. While the UCSF administration has been very sympathetic toward the issues and has lobbied on behalf of the Council's recommendations, the whole issue is tied up in systemwide regulations, and, for that matter, State funding.

She can already say for sure that a guaranteed range adjustment will not be reinstated, at least not as recommended by the Council, because UC Vice President Ron Brady has said it will not.

Thus, the Council is now lobbying for 100% of the funded range adjustment as the minimum raise for a satisfactory performance, which might be a possibility. Although the Council leadership is due to change soon, the issues covered in the recommendations are high on the platforms of the new officers, as well as the agendas of the other UC campus assemblies. The accomplishment to date, says Betsy, has been to make known the staff's opinions. The goal now is to see some resolution.

Last Chance: Repeat Presentation on Travel Policy Changes

Financial administrators and administrative assistants, take note: The Accounting Office is offering a repeat of the June and July presentations on recent major changes to the University travel and entertainment policies and procedures.

If you missed the previous sessions, don't miss the repeat presentation on Wednesday, July 11, from 9 a.m. to noon in Toland Hall.

This will be a full review of the changes in policy and procedures for travel, entertainment and meeting expenses.

For those who still have questions after attending any of the full sessions, there will be a question/answer period on Friday, July 13, from 9 a.m. to noon in Toland Hall.

If you have questions, call Ron Kos, x68449.

Get a $400 Health Screening Free

If you are a 45- to 65-year-old executive, the Faculty, Staff and Student Assistance Program (FSSAP) would like to invite you to participate in a national study to learn whether changes in lifestyle, designed to reduce the effects of day-to-day stress, can prevent heart disease and cancer.

The 10-year project is looking for male and female participants who have not smoked in the past year, have no history of heart disease, cancer or diabetes, and are not HIV positive.

All participants will receive a physical exam valued at $400 at the start of the project and again every three to four years. Volunteers will be randomly assigned to either a preventive information group or lifestyle change group.

If you're interested, call Ruth Chen at FSSAP, x68279.

Service Awards

Fely Acosta, 20 years, nutrition & dietetics.

Perpetua Acosta, 20 years, nutrition & dietetics.

Lurko J. Ajari, 15 years, LPPI.

Lois Ashley, 20 years, clinical labs.

Alton Bailey, 15 years, nutrition & dietetics.

Sara Banks, 25 years, nursing.

Jacqueline A. Barnick, 15 years, clinical labs.

Edward Bautista, 15 years, nutrition & dietetics.

Teresita J. Beltran, 15 years, clinical labs.

Teresita Bowens, 10 years, ACC.

Robert L. Bradley, 25 years, environmental services.

Bessie Brooks, 30 years, dermatology clinic.

Bennie M. Brower, 15 years, LPPI.

Raymond J. Buck, 10 years, medical group business services.

Brenda Burney-Jackson, 15 years, gynecology clinic.

Michael Casso, 10 years, clinical labs.

Margaret M. Charzan, 10 years, nursing.

Sharon Chune, 10 years, anesthesia.

Sarah M. Clomon, 15 years, LPPI.

Ann Crowley, 10 years, PACU.

James R. Cuningham, 40 years, hospital information systems.

Teresa Daguio, 15 years, nutrition & dietetics.

Vincent L. DeGenova, 10 years, general medicine, SFGH.

Lydia deGuzman, 20 years, nutrition & dietetics.

Michael Dow, 10 years, transportation services.

Diane Downing, 25 years, Proctor Foundation.

Mary Dunselman, 20 years, Psoriasis Day Care Center.

Edward Escobar, 10 years, physiology.

Jane L. Everson, 20 years, LPPI.

Nira Farinas, 15 years, nutrition & dietetics.

James Franklin, 25 years, LPPI.

Shirley H. Gates, 30 years, LPPI.

Candelaria Gayya, 20 years, nutrition & dietetics.

Delores Giles, 30 years, employee health.

Sheila Greenberg, 25 years, LPPI.

Pacita Guillermo, 20 years, nutrition & dietetics.

John Hafra, 20 years, anesthesia.

Linda S. Headley, 10 years, LPPI.

Mary E. Herrera, 15 years, restorative dentistry.

David Hong, 20 years, accounts receivable.

Sandra Huling, 10 years, medicine.

Pedro Iglesias, 20 years, nutrition & dietetics.

Kerry D. Johnson, 10 years, mail services.

Nancy B. Kaltreider, 15 years, LPPI.

Laurel Koepernik, 15 years, LPPI.

Evelyn Lam, 15 years, clinical labs.

Charles Lewis, 20 years, clinics supply.

Marcus I. Lopez, 10 years, mail services.

Edward V. Magaraeg, 20 years, nutrition & dietetics.

Rizalinia Mangabay, 15 years, nutrition & dietetics.

Silvio Mayorga, 10 years, mail services.

Joseph W. McEneany, 10 years, Dean's Office, School of Nursing.

How to Get a Job

Qualified UCSF employees are urged to apply for open positions. The "Employee Opportunities" flyer lists current openings. The flyer is posted weekly in three locations: The main personnel office, the satellite office on the first floor at UCSF-Mission Center (now called "MCB" for "Mission Center Building") and west of the cafeteria in Moffitt Hospital.

The "Open Until Filled" list can be viewed at the main personnel office and the MCB satellite. Lists are updated Thursdays.

Personnel is located at 1350-7th Avenue. Business hours are 8 a.m. to 5 p.m. Monday through Friday, and until 6:30 p.m. on Wednesday. For job-related information, call x61645.

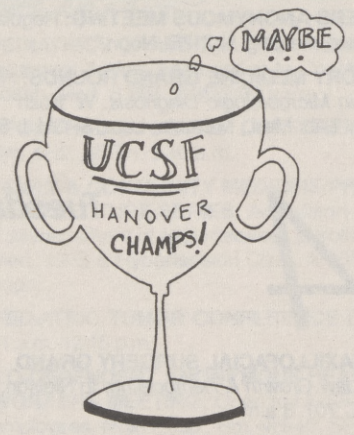
How Are the Funds Performing?

For those invested in the 403(b) Plan and the After-tax Plan, here are the latest unit values and monthly factors (as of May 31). If you have questions, please call x69256.

	Monthly Factor	Current Rate
Savings	.0069	8.09%
Money Market	.0070	8.25%
GIC	.0074	8.72%

	Unit Value	1-Month Change	12-Month Change
Bond	$38.39	4.7%	7.1%
Equity	$67.72	8.6%	15.5%

Fun Zone



- **Cheap fun.** EMPACT! has discount tickets for Holy City Zoo Comedy Club, Great America, Marine World Africa USA, Oakwood Lake Resort, Manteca Water Slides and movie theaters. Pick them up at the MU Central Desk.
- **Manufacturer's Hanover Corporate Challenge Run.** Wednesday, August 15. 3.5 miles. UCSF (SFGH, VA, Mount Zion) runners needed. Call Jimmy Choy, x61700.
- **Giants and A's.** Giants: July 7 vs. Chicago, lower reserve, $9.25; August 4 vs. Dodgers, upper reserve, $8. A's: July 14 vs. Milwaukee, upper reserve, $7.25; August 10 vs. New York, upper reserve, $7.25. Purchase tickets at MU Central Desk.
- **Fun at Lunch.** Arts & Lectures has three noontime concerts scheduled, all at the Millberry Plaza Grill: "Swing Fever" playing '30s and '40s jazz tunes on Wednesday, July 11; Patty Weiss Quartet (jazz violinist) on Wednesday, July 18; and Rhythm and Steel with Jeff Narrell on Wednesday, July 25.
- **Horse Races.** Go to Bay Meadows with EMPACT! on Saturday, August 25. Post time 1 p.m. Grandstand terrace seating. $10 includes box lunch. Tickets at MU Central Desk.
- **Hikers network.** Outdoors Unlimited is busy hooking up hikers. Call x61469.
- **Join a club.** Running, Stitch & Bitch, soccer, golf, beginning golf, walking. Call EMPACT!, x66932.
- **Join a league.** Bowling, softball, basketball, volleyball, soccer or tower ball. Call Alan Tower, x60356.

Medsounds Continued

Ilse Steinbach New Auxiliary President

If you work in a department that has been blessed with one of the Auxiliary's "Special Projects" during recent years, then chances are you've met Ilse Steinbach, new president of the Medical Center Auxiliary.

The Special Projects program has served as Ilse's particular niche in the organization. For the past five or so years, Ilse has chaired the committee that juries departments' wish lists and decides where Auxiliary funds can be of most service. Some recent projects have included the Meditation Room, renovation of several solaria on nursing units, the 7 ICU waiting room and numerous other big and small projects benefiting patients and families.

Although serving as president will mean stepping down as Special Projects chair, she says she's leaving the committee in excellent hands—with attorney Pat Knight, a former nurse and long-time Auxiliary member.

Ilse calls herself a true member of the UCSF family: Her husband, radiologist Howard Steinbach, joined the UCSF faculty in the late '40s; all three of her children were born at UCSF; her daughter Lynne Steinbach, also a radiologist, is now on the faculty; and between Faculty Wives and the Auxiliary, Ilse herself has been personally involved since 1951.

Ilse took office during the Auxiliary's annual meeting in June, where outgoing president Ella Cahn outlined some of the accomplishments during her term—including sprucing up the Bearly New Thrift Shop and increasing its profitability significantly; and increasing the general membership by 33%. Ilse notes that one of her goals is expanding the membership to involve as many members of the campus community as possible.

Joining Ilse on the new slate of officers are president-elect Lili Li Lim, first vice-president Bobbie Kaiser, second vice-president Helen Ripple, third vice-president Patricia Knight, treasurer Betty Silverman and secretary Marylyn Pickler.

Look at This: We Got Our UCSF Team for Project Open Hand

Perhaps you remember the article a couple of issues ago about Cindy Lima from Facilities Planning and her volunteer activities with Project Open Hand. She learned from the Open Hand files that many other UCSF people volunteer there as well. But if we could get about 10 people to volunteer with the intention of working together, she said, we could have our own UCSF team for Project Open Hand. This team would constitute enough people, plus alternates, to cover an entire route four days a week. (Project Open Hand prepares and delivers meals to homebound AIDS and ARC patients throughout San Francisco.)

Well, the required number of people (and more) quickly responded, and we now indeed have our own UCSF team for Project Open Hand:

Jennifer Berry, student
Hannah Brodzinsky, ACC Administration
James Calvert, Arthritis Center
Karen Dickinson, General Medicine Clinic
Lloyd Dixon, LPPI
Jean Fong, Surgery
Betsy Foree, Surgery
Cindy Lima, Facilities Planning
Kirby Maples, Facilities Planning
John Smith, Personnel
Charlie Vidair, Radiation Oncology
Susan Wolf, student
Pamela Zilavy, LPPI

A point of interest, says Cindy, is that Hannah, who has a broken leg, signed up to be a driver. Since she can't drive, Kirby Maples, who signed up as an alternate, will do it for her in the interim. You see the importance of having alternates. If you think you would like to sign on in that capacity, call Cindy at x64073. If you're interested in participation on a regular basis, also call. Maybe we can get a second UCSF team together.

Sophie Robinson Award Lives On!

Donor Janet Robbins (left) and honoree Carol Viele

The Sophie Robinson Award will continue far into the future, thanks to a recent donation made by Robinson's daughter, Janet Robbins, in honor of oncology clinical nurse specialist Carol Viele.

Following the death of her father, UCSF physician Saul Robinson, Janet has donated her fees as executor of the estate to fund the award.

To explain why Janet made the donation in honor of Carol, we need to go back to the beginning of the Sophie Robinson Award. It was established a few years ago by Dr. Robinson in memory of his wife. The award is issued three times a year to nurses who go beyond the call of duty in caring for cancer patients. Before Mrs. Robinson's death, her family was very impressed by the care she received here, especially the fact that some of the staff, including Carol, visited her at home.

Subsequent to Mrs. Robinson's death, Dr. Robinson fell ill. Even though he was on a different floor from hers, Carol took it upon herself to follow him closely—whether here or at home—right up until the time of his death. Now Janet is giving this money to honor Carol for giving so much of herself to their family.

The most recent Sophie Robinson Award winners are 11 Long's Claire Alexander and 6 Long Surgery's Sarah Walker Hamersky. Claire was primary nurse for Maureen Ford, the 12 Moffitt head nurse who died from cancer last fall. Sarah received the award in conjunction with the complex care of a nine-year-old cancer patient.

Recipients receive a $250 cash award.

Top awards went to Helen Crouch (left), Henry Ho (center) and Alicia Cereceda (right). To Henry's right is interpreter scheduling coordinator Gloria Alonzo (who also was recognized for her work as an interpreter).

Thanks for Breaking the Language Barrier

In a true representation of cultural diversity, about 100 people who participate in the Medical Center's Staff Volunteer Interpreter Program gathered recently for a reception in their honor.

The reception was to thank all those who take time out from busy schedules to interpret for patients, but there were three people who were cited for their extraordinary contribution to the program: Environmental Services' Henry Ho (Cantonese), Volunteer Services' Alicia Cereceda (Spanish) and Nursing Administration's Helen Crouch (Cantonese). They were introduced to the crowd as the three people who virtually never say "no" when asked to do an interpreting assignment.

There also were 10 people who were recognized for interpreting on at least 10 occasions in the past year:

Richard Aleguas, School of Nursing (Spanish)
Gloria Alonzo, Patient Relations (Spanish)
Kay Ambrose, Clinical Labs (Korean)
Mercy Angelopolus, GM III (Spanish)
Nikita Derugin, Radiology (Russian)
Leslie Gutierrez, Alzheimer's Center (Spanish)
Ilda Garrido-Ramirez, Radiology (Spanish)
Eva Lee, Planning & Marketing (Cantonese)
Zeida Rizzo, EKG (Spanish)
Isabel Romo, Library (Spanish)

Acknowledgement also went to supervisors and managers, for making it possible for staff to leave their primary jobs to perform interpreting assignments.

Army Nurse Corps Chief Coming Aug. 14

Brigadier General Clara Adams-Ender, chief of the Army Nurse Corps, is coming here direct from the Office of the Army Surgeon General to stimulate our cultural diversity fervor. In a public lecture sponsored by Nursing's Cultural Diversity Enhancement Committee and the campus Affirmative Action Office, Adams-Ender, who is black, will offer her view on the value of mixing many cultures in the workplace. Save the date: It's Tuesday, August 14. Her talk will begin at 9 a.m. in Cole Hall, followed by a panel discussion from 10:45 to noon. Look for more information in the next *Medsounds*, or call x62993.

Med Center Makes Top of the List Again

Occasionally, various publications or organizations conduct polls on the best hospitals in the US. As you have seen from past items printed here, the Medical Center fares very well in these polls.

Now *U.S. News and World Report* has rated US hospitals based on the opinions of top medical specialists, and the Medical Center at UCSF is way up on top—one of the top 11 in the nation.

The specialists rated hospitals based on excellence in specialties offered and UCSF came out very high in four areas: Neurology, cancer, gastroenterology and ophthalmology. SFGH was rated top in the nation for AIDS care. If you're interested in the details of the report, you can get a copy from News Services, x62557.

Don't Get Left Out of the Most Popular Health Fair in the World

No, we haven't proof that the Med Center's Children's and Family Health Fair is the most popular one in the world. But you figure about 8,000 people attended last year, and that's got to put it way up there in the league of health fairs.

Never mind that the overwhelming attendance had to do with the fact that the fair was incorporated into the 125th Birthday Party. Even when it stands alone—as it will again this year—thousands of kids and adults show up. The reason, of course, is that everybody thinks up such marvelously interesting and creative exhibits and booths.

Hopefully you've already begun thinking about what kind of exhibit or booth you will have this year, since reservations are being taken right now. The fair will take place on Saturday, October 20, from 10 a.m. to 3 p.m. in the Millberry Union Gym. Call Ellen Call at x61848 if you're interested in taking part.

Star Photographers

Two entries submitted by Med Center employees were selected for the systemwide photography exhibit, "All UC Photography" now on display at UC San Diego's Grove Gallery.

Out of 300 entries submitted from all the campuses, only 29 were accepted, including a piece by Radiology's Gail Hodgins and another by Biomedical Engineering's Paul Tevlin and Rich Fechter. Both Gail and Paul were able to make it to the artists' reception at UC San Diego earlier this month.

The entries, which were solicited through an article in "UC Focus," were juried by Arthur Ollman, executive director of the Museum of Photographic Arts in San Diego.

Don't Weasel Out of Your Measles Shot

The measles season may be passing—but it's only gone for the summer, warns infection control nurse Marilyn Jordan. It will be back next year!

To date, 800 UCSF employees have been immunized in the free program offered through the Employee Health Service. If you aren't among these 800 and you need the shots, don't wait until it rains to fix your roof. The season will roll around again before you know it.

You *don't* need any shots if you've had the measles, or if you were born before 1957, or if you have had two measles vaccines since 1968. Check Employee Health Service at x61214 for more criteria and hours of opening.

UCSF Medsounds

Volume 5, Number 12 June 30-July 27, 1990

Hello, Mount Zion!

Over the past couple of months the date Sunday, July 1, has loomed large on the calendars at Mount Zion Hospital and Medical Center.

As most people probably are aware, for two years the leadership at Mount Zion and the Medical Center at UCSF worked on a plan to join forces. In mid-March the Mount Zion Board and the UC Regents approved this plan, which, basically, calls for UCSF to assume responsibility for Mount Zion's finances and operations. The effective date on the approval was April 26.

But July 1 is the date that makes the most perceptible difference to date. On that day, Mount Zion's name officially will become "Mount Zion Hospital and Medical Center of the University of California, San Francisco," and Mount Zion employees will become UCSF employees.

As any Mount Zion employee will tell you, becoming a UCSF employee certainly doesn't happen by virtue of the calendar simply turning over to July 1. It happens with reams of paperwork.

After the go-ahead was granted on the integration, a team of UCSF Human Resources people led by employment rep Susan Wright, personnel analyst Dorla Cantu and benefits rep Jill Slocum headed for Mount Zion and set up shop in an empty unit on the sixth floor. Working in conjunction with the Mount Zion Personnel Department, they commenced with the paperwork—a.k.a., the "Human Resources Integration Project."

First there were the job applications from UCSF. Then the UC benefits information. Then the job offers from UCSF. Then the termination notices from Mount Zion. (Every full-time staff employee who applied was offered his or her comparable position, although newly fitted into a UC classification.)

The final leg of this employment process were the group intake sessions, led by UCSF's Pat Coleman and Michael Martin, in which employees signed all varieties of personnel forms. Multiply this process by about 1,200 employees and add to it the many and various steps taken to inform the staff about the impending integration and the training groups for managers and supervisors on UC policies, and you begin to get a picture of what life has been like at Mount Zion these past months.

But the outlook generally is optimistic. The atmosphere is one of hopefulness. Michael Reed, administrative secretary in the Public Affairs Office at Mount Zion says that many employees—himself included—have a real sense of loyalty and attachment to the workplace. But he noticed in his six years of employment that tight financial times were taking an increasing toll not only on staff morale but on the physical condition of the hospital.

"I think many employees here feel as I do about UC coming into the picture," he says, "and that's, 'Now there is a future.'"

The basic premise for Mount Zion and UCSF coming together, as you may have read in previously published pieces on the subject, is that sustained operating losses caused Mount Zion to seek a financial partner. And serious space constraints caused UCSF to seek other quarters for building clinical programs. The two institutions already had worked together successfully in a number of areas over the years. Many of their program goals overlapped. The plan is that in working toward these goals, Mount Zion will be revitalized, while UCSF won't be stymied.

Carmie Finigan, a 15-year employee who coordinates Mount Zion's Tumor Institute, says her department serves as a good example of where a melding of the two institutions already has a long-standing existence: "The radiologists on our staff are UCSF radiologists, and we share a residency program with UCSF."

She admits, though, that many employees are wondering what will happen next. They've just weeded through reams of paper to become UCSF employees, they've been hearing the word "change" in the air for months, and now the time has come. But—now what?

"I tell them, 'Let's wait and see.' The biggest issue is, we still have our jobs and we're still Mount Zion."

One of the issues that comes up in contemplating an integration is, as Michael Reed puts it, "How will the cultures of the two hospitals blend?" What with its Jewish heritage, its attention to the Soviet emigres; indeed, its attention to the entire medically indigent community, including a large ethnically diverse population from the immediate Mount Zion neighborhood, the hospital has a distinct culture. Will the integration change this?

The agreement is for UCSF to continue to operate Mount Zion as a general, acute care hospital with teaching, community service and research programs. Given the Jewish community's commitment to continued support for Jewish programs—including care for Soviet emigres—and UC's commitment to community service and indigent care, attention to community service certainly will remain a part of the Mount Zion culture.

On July 1, everybody at both medical centers will report to work as usual, to the same place, under the same supervisors and managers. There will be no lowering of one flag for another one to go up.

In fact, the changes prescribed in the integration agreement are scheduled to take place over a period of 20 years, beginning with a six-year short-range plan, followed by a long-range plan that looks out to the year 2010. The changes are being presented not as robbing Mount Zion of its image and purpose, but as bolstering its programs.

"I think people can look forward to a result that is the best of both places," says Mount Zion Personnel Director Elaine Carlino.

"I think people look forward to the potential opportunity," says Abbie Lassoff, an employee in Personnel. ("As soon as we get out from under all the paperwork," she adds.)

At one of the group sign-in sessions: UCSF's Susan Wright (standing) and Pat Coleman (far right) with Mount Zion's Jenny Hway (left) and Dragana Jekic-McMullen.

About Mount Zion

Mount Zion Hospital and Medical Center is a not-for-profit, acute care, community teaching hospital founded in 1887.

Location: 1600 Divisadero Street, just north of Geary.

Number of beds: 300 (licensed for 439).

Number of employees: About 1500, including part-time and per-diem.

Emphasis: Original purpose was "to provide surgical and medical aid, comfort and protection in sickness to deserving and needy Israelites and others." Has kept a reputation for community service through the years. 1990 winner of the Foster G. McGaw prize, a national award for excellence in community service.

Philosophy: That providing healthcare to a community must include, in addition to medical care, alleviation for the social, emotional and economic burdens of illness.

Major programs: Cancer, cardiology, geriatrics, and women's health. 75 interns and residents in graduate training from schools across the US.

Programs already affiliated with UCSF: Mount Zion/UCSF Joint Perinatal Program, Center for Aging Services Research, Center for Biomedical Research on Aging, Mount Zion/UCSF Home Care Program, plus long-standing teaching affiliation.

Programs not included in affiliation: SF Institute on Aging, Psychiatric Crisis Clinic.

Ablin's New Clothes

It was the annual meeting of the Medical Staff, and president Art Ablin was sailing through the evening with a minimum of fanfare, all set to pass on his title to new president Ted Schrock—when all of a sudden here comes Medical Records, drapes him with velvet, proclaims him the "Emperor of Records," produces a lengthy proclamation, and reads it before the startled (or rather, awakened) assemblage. Ablin, it seems, made it his business during his term of office to enforce the by-law that makes attending physicians responsible for completing medical records. The people in the Medical Records Department didn't want his efforts to go unacknowledged. With Ablin is Medical Records' Cathy McCaffrey (left) and Sally Stewart.

Giants Pitcher Starts Cancer Research Fund

Giants pitcher Steve Bedrosian and his wife Tammy have established a new cancer research fund in conjunction with the Medical Center.

Called the "Cody Bedrosian Fund for Childhood Leukemia and Pediatric Cancer Research," the fund is named for the Bedrosian's two-year-old son, who was diagnosed with leukemia in early April and is being treated here at the Medical Center.

The money generated by the fund will go toward pediatric oncology research at UCSF. The Bedrosians started the fund with a personal donation of $2,500 and pledge to make an additional gift of $100 every time the relief pitcher picks up a save during the 1990 season.

"If Cody had received a similar diagnosis prior to the advent of chemotherapy," says pediatric oncologist Arthur Ablin, "the prognosis would have been for him to survive about six to ten weeks. But thanks to the advancements made through research, he has about an 80% chance of survival. It's through the support of fundraising efforts like the Bedrosians' that leukemia and cancer research can continue."

Donations can be made to: Cody Bedrosian Fund for Childhood Leukemia and Pediatric Cancer Research, c/o UCSF Foundation, San Francisco, CA 94143-0248. For further information, call Ellen Medearis at x61299.

P.S. Meanwhile, the whole team has gotten into the act, and has several activities planned to raise money for the Bedrosian Fund, including:

- All of the the proceeds from the Giants' "fantasy fun" activities (for which fans pay to throw a pitch before the game). The estimate is that this amount could be as much as $10,000.
- A percentage of proceeds from the sales of a teddy bear mascot. (Hopefully Macy's will carry the bear as well.)
- $2 from each ticket sold on "Community Day" in Sacramento.

Your Old Clothes

The Auxiliary's Bearly New Thrift Shop on Fillmore has been doing a booming business, but their supplies need replenishing. If you have good used clothing, accessories, toys, lamps or other small household items, please bring them to 1752 Fillmore Street, Monday through Saturday, 10 a.m. to 5 p.m. Call 921-2789 if you have questions.

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- **Last chance to attend travel policy seminar,** see page six.